



Dysfunctional vs Healthy Workplaces

We hear a lot about toxic workplaces, but far less about what healthy ones actually look like. If you've never experienced a well-functioning environment, it can be difficult to know what's reasonable to expect, or how to evaluate when it's time to leave an unsafe space. Below are common traits of unhealthy workplaces, alongside what those same dynamics look like in healthier environments:



Workplace politics, nepotism, and decide who get to thrive and advance

Employees often function with much less than what they need to perform optimally

Boundaries are ignored, punished or discouraged. Over-extending yourself is "rewarded"- with more work

Every man for himself mentality- people will sabotage or behave in cutthroat ways for acknowledgment or advancement

Leaders push accountability downward

Passive-aggression is common; euphemistic language is used to hide inefficient or unethical decisions

Leaders are chosen based on how comfortable they make upper management and how controllable they are

Everyone within a healthy workplace, regardless of position, status, or any other characteristic is respected and given equal opportunity to contribute and thrive

Employees have the knowledge, tools, and resources they need to perform their roles optimally

Boundaries are encouraged and respected

Team members are collaborative versus competitive

Leaders lean into their accountability and make safe workplaces a priority in their role

Direct, honest communication is status quo, and people within the organization do not shy away from conflicts

Leaders are chosen based on their experience, competence, and the will to lead and guide others, versus nepotism, power dynamics, and other political behavior